FACTORS THAT AFFECT STAFF TRAINING AND DEVELOPMENT IN AN ORGANISATION.

A CASE OF KENYA FOREST SERVICE HEADQUATERS AT KARURA.

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DECLARATION:

To the best of my knowledge this is an original work and has not been submitted for any academic ward in any institution.

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ABSTRACT

The effectiveness and success of an organization therefore lies on the people who form and work within the organization. It follows therefore that the employees in an organization to be able to perform their duties and make meaningful contributions to the success of the organizational goals need to acquire the relevant skills and knowledge. This study sought to determine the effect of staff training and development on the organizational effectiveness.

The Kenya forest service (KFS) was the case for this study. The study adopted a descriptive research design and targeted population of 18 staff at the Kenya Forest Service (KFS). A sample of 30% of the target population attained through random sampling. Data was collected by use of questionnaires with both open and closed ended questions. The data collected was thereafter scrutinized and analyzed quantitatively and qualitatively.

The study concluded and recommended that staff training and development is crucial to an organization and its effectiveness. In the light of the above, organizations were therefore encouraged to train and develop their staff to the fullest advantage in order to enhance their effectiveness and assist them to be more committed to achieving the goals and objectives of the organization.